

### WHAT RESULT DO WE WANT?

All people of working age in North Carolina have equitable pathways to fulfilling employment throughout life.

### WHY IS THIS IMPORTANT?

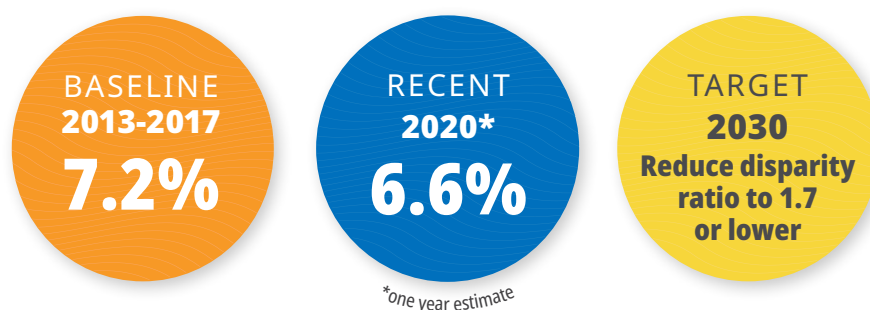
Loss of income is linked to increased vulnerability to disease, unhealthy behaviors, and adverse health outcomes associated with poverty. Unemployment leads to disparities in health insurance coverage limiting access to medical attention and medication.<sup>1</sup>

**HNC 2030 HEADLINE INDICATOR:**  
Percent of population aged  
16 and older who are  
unemployed but seeking work

### WHAT DOES THIS INDICATOR MEASURE?

- Data are disaggregated by race, gender, county, poverty level, and age group
- Data are from the American Community Survey
- Measures how many of us, aged 16 and older and looking for work, are unemployed
- Survey is administered annually by the U.S. Census Bureau

### BASELINE DATA FROM HNC 2030



### HOW ARE WE DOING?

U.S. Census, American Community Survey, one-year estimates show that:

The overall trend in percent of population unemployed but seeking work has declined from 12.6% since 2010 to 4.6% in 2019. However, a 6.4% unemployment ratio (2020) should not be compared to previous years due to provisional 2020 U.S. Census population data. Consensus does support that unemployment increased in 2020 due to multiple pandemic effects.

Trends in unemployment by gender remain consistent 2010-2020 between men and women; men have a slightly higher unemployment than women.

People living at less than 200% of the Federal Poverty Level are nearly 4 times more likely to be unemployed than people living with incomes at 400% or greater of the Federal Poverty Level.

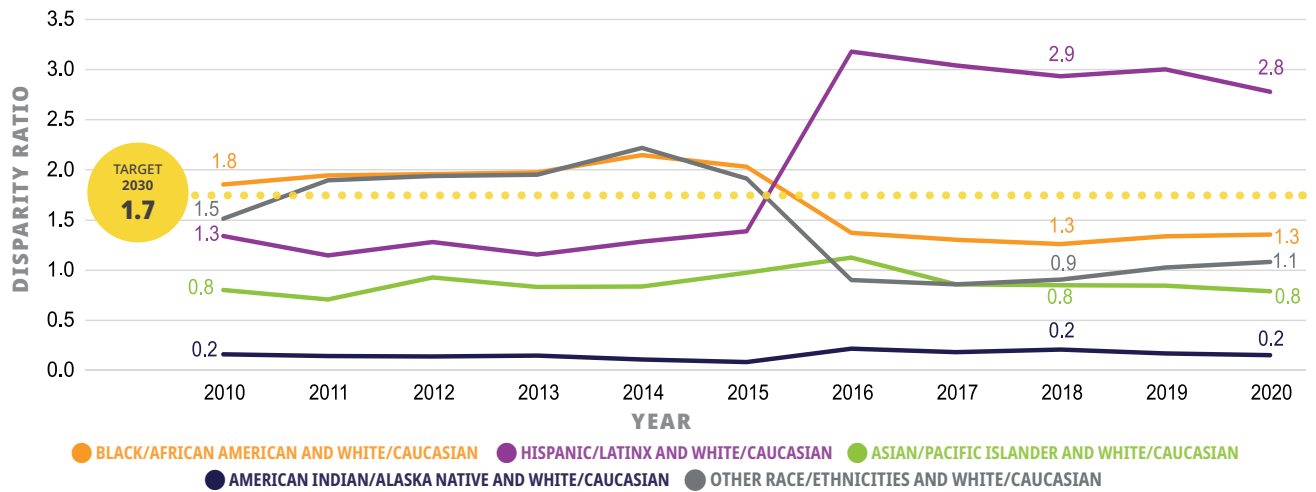
Most people of color are more likely to be unemployed than White/Caucasian people. Only Asian/Pacific Islander people had lower percentage of unemployment than White/Caucasian.

The disparity ratio between White/Caucasian and other ethnicities is below the target rate of 1.7 except for Hispanic/Latinx.

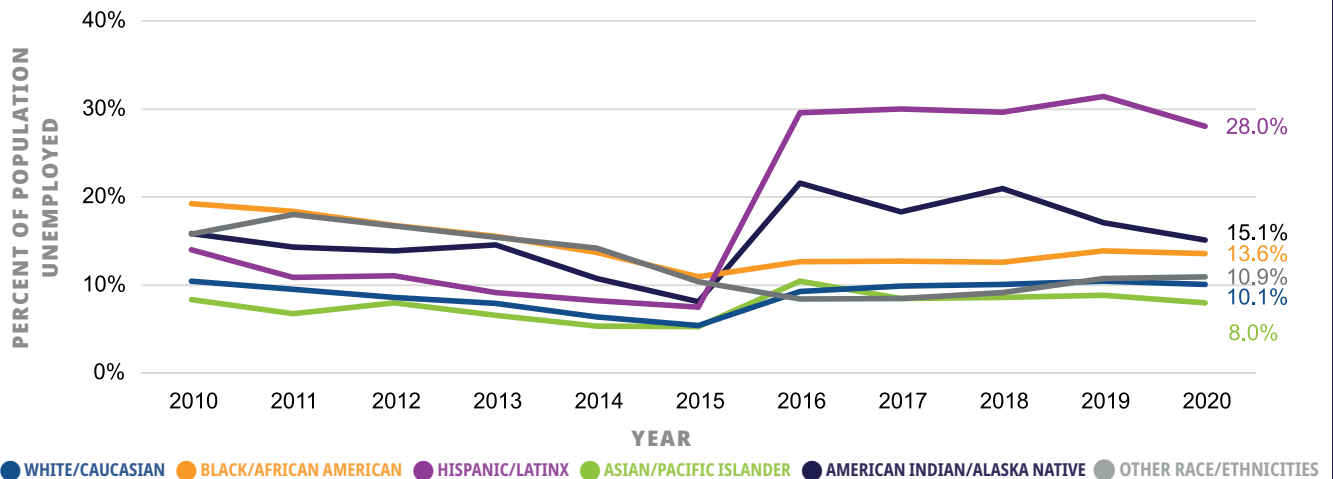
*Note: HNC 2030 used U.S. Census, American Community Survey, five-year average unemployment percentages.*

## CURRENT DATA TRENDED OVER TIME

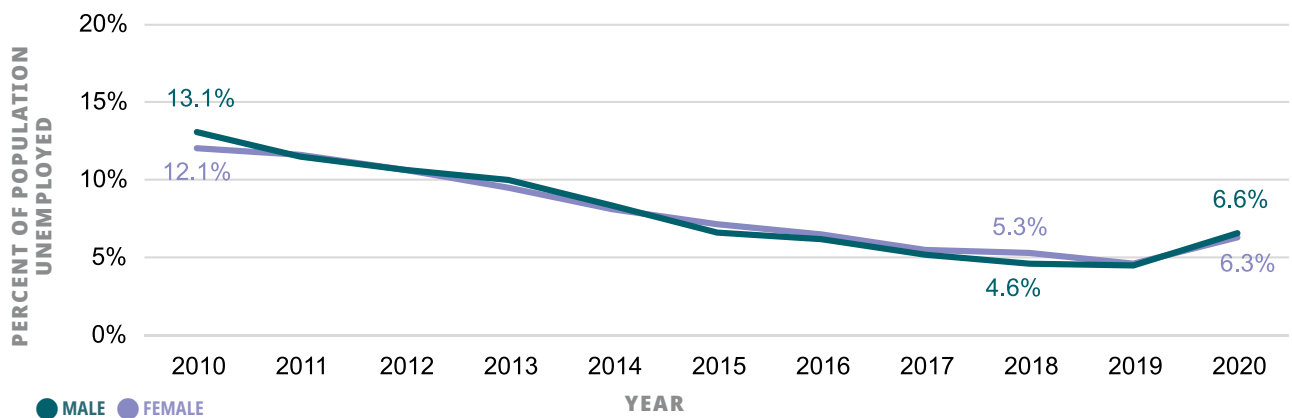
**Figure 16. Disparity ratio among race/ethnicities for percent of population aged 16 and older in North Carolina who are unemployed but seeking work (2010 - 2020)**



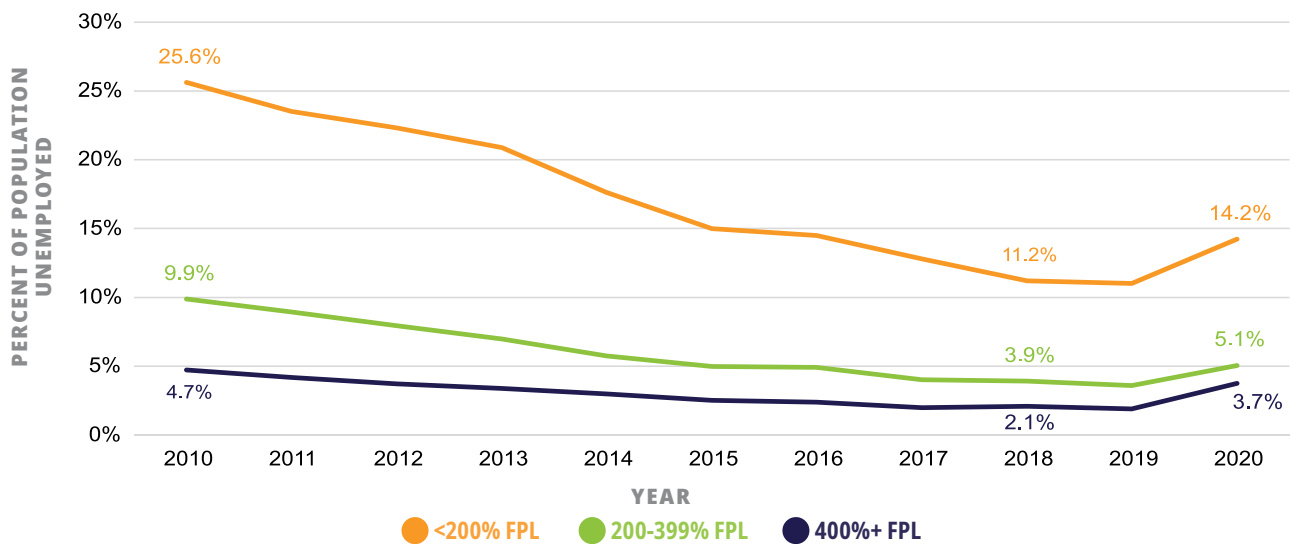
**Figure 17. Percent of population aged 16 and older who are unemployed but seeking work in North Carolina by race/ethnicity (2010 - 2020)**



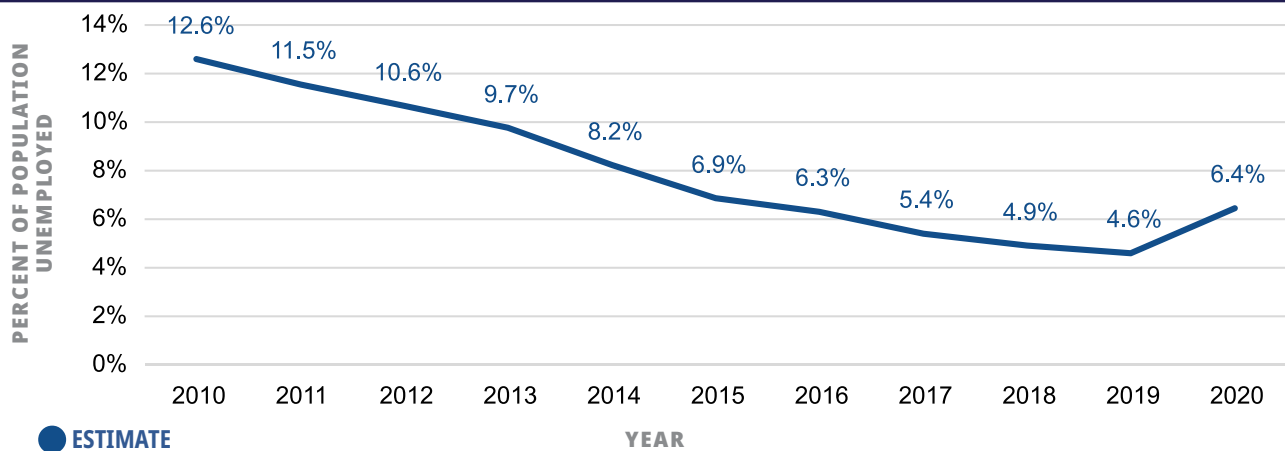
**Figure 18. Percent of population aged 16 and older who are unemployed but seeking work in North Carolina by gender (2010 - 2020)**



**Figure 19. Percent of population aged 16 and older who are unemployed but seeking work in North Carolina by poverty status (2010 - 2020)**



**Figure 20. Percent of population aged 16 and older who are unemployed but seeking work in North Carolina (2010 - 2020)**



## THE STORY BEHIND THE CURVE

North Carolina needs a plan that “incorporates strategies to build a more resilient economy by focusing on rural communities and equitable, inclusive practices.”<sup>2</sup>

“Typical state economic development plans traditionally focus on issues such as industry recruitment strategies, incentives to encourage business expansion and relocation, support for the development of industrial properties, and state tax policies – all very important activities.... Every business survey conducted – nationally and in-state – identifies acquiring and growing the right talent as a crucial factor. The ability to find high-quality employees is essential to a business’s success. It is also what enables individuals and communities to advance their economic situation – making it the single most important issue to ensure North Carolina’s competitiveness.”<sup>3</sup>

“The North Carolina Department of Commerce outlines three goals to guide the state’s strategy:

1. Prepare North Carolina’s workforce for career and entrepreneurial success.
2. Prepare North Carolina’s businesses for success by growing and attracting a talented workforce.
3. Prepare communities across North Carolina to be more competitive in growing and attracting a talented workforce and businesses.”<sup>4</sup>

## WHAT OTHER DATA DO WE NEED?

- Availability of job programs statewide
- Sources for minority-owned businesses
- Resources for financial counseling/wealth building for minorities
- Amount of childcare subsidy assistance provided for economically challenged working parents
- Amount and sources of post-secondary education support for economically challenged
- Geocoded data showing distribution of broadband internet

## WHAT COULD WORK TO TURN THE CURVE?

- Create and expand legislation and advocate with employers to provide paid family medical leave, earned paid sick leave, kin care, and safe days for all caregivers
- Expand access to higher educational opportunities
- Expand transit options in rural and low-income communities
- Improve access to personal finance credit scores
- Increase access to affordable childcare
- Increase access to broadband internet
- Pass fair chance hiring policies for county and local employees, and work with employers to pass fair chance hiring policies for themselves
- Seek a national health insurance / national service program, e.g., An Economic Bill of Rights for the 21st Century
- Shift funding from industrial recruitment to support small businesses and social enterprises
- Support people with disabilities and those in recovery to live their lives as fully included members of the community by implementing key employment initiatives like Competitive Integrated Employment and Employment First

## RECOMMENDED READING/LISTENING

2021 Annual Economic Development Partnership of North Carolina (EDNCP) Annual Report: Together We Thrive: <https://edpnc-thrive.com/>

Economic Development Partnership of North Carolina (EDNCP)[Promotional Video]. <https://edpnc.com/experience-all-in/>

North Carolina Department of Commerce. (July 2021). *First in talent. Strategic economic development plan for the state of North Carolina*. <https://www.nccommerce.com/documents/first-talent-strategic-economic-development-plan-state-north-carolina>

U.S. Department of Health and Human Services. (2021). *Community health and economic prosperity: Engaging businesses as stewards and stakeholders—A Report of the Surgeon General. Executive summary*. <https://www.hhs.gov/sites/default/files/chep-sgr-executive-summary.pdf>

Zamarripa, R. and Roque, L. (March 5, 2021). *Latinos face disproportionate health and economic impacts from COVID-19*. Center for American Progress. <https://www.americanprogress.org/article/latinos-face-disproportionate-health-economic-impacts-covid-19/>

## NC PARTNERS WHO CAN HELP US

PARTNER/POTENTIAL PARTNER	WEBSITE LINK
Care4Carolina	<a href="https://care4carolina.com/all-resources/">https://care4carolina.com/all-resources/</a>
Economic Development Partnership of North Carolina	<a href="https://edpnc.com/">https://edpnc.com/</a>
Green Opportunities	<a href="https://www.greenopportunities.org/jobtraining/">https://www.greenopportunities.org/jobtraining/</a>
Hinton Rural Life Center	<a href="https://www.hintoncenter.org/">https://www.hintoncenter.org/</a>
Just Economics of Western North Carolina	<a href="https://www.justeconomicswnc.org/issues/living-wage/">https://www.justeconomicswnc.org/issues/living-wage/</a>
NCCARE360	<a href="https://nccare360.org/">https://nccare360.org/</a>
North Carolina Association of County Directors of Social Services (NCACDSS)	<a href="https://www.ncacdss.org/">https://www.ncacdss.org/</a>
North Carolina Department of Commerce	<a href="https://www.nccommerce.com/">https://www.nccommerce.com/</a>
Open Integration Coalition, Inc.	<a href="https://www.oic-inc.com/">https://www.oic-inc.com/</a>
Raising Wages NC	<a href="https://raisingwagesnc.org/our-coalition">https://raisingwagesnc.org/our-coalition</a>
The Broadband ReConnect Program	<a href="https://www.usda.gov/reconnect">https://www.usda.gov/reconnect</a>